

EIGHTY-FOURTH  
ANNUAL REPORT

OF THE

**Industrial Aid Society**

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Reference and Employment Office  
37 and 43 Hawkins Street, Room 25

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OCTOBER 1919

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EMPLOYMENT  
BUREAU  
BOSTON

Anchor Linotype Prtg. Co.



144 High Street, Boston

## **PURPOSES OF THE SOCIETY**

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1. To help worthy applicants find the work for which they are fitted.
2. To give employers the sort of help they want.
3. To provide homes for the young, where they will be under wholesome influence, and learn to support themselves.
4. To improve the quality of work, increase the value of service and elevate the laborer.
5. To adapt, in every proper way, its action to the assistance of working people, to advance their interest and promote the public good.

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For these ends it appeals to its friends for continued interest and to the public for such support as its work deserves.

# INDUSTRIAL AID SOCIETY

43 Hawkins Street  
Boston

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The Industrial Aid Society has for eighty-four years endeavored to bring employer and employee together to the advantage of both.

It has worked as no other society in Boston has to help the less efficient to find employment whereby they could support themselves.

Instances where age has weakened physical power, or where infirmity has lessened the ability to earn a full wage, are constantly occurring. Special effort is made to help such cases; and the exigencies growing out of the war is making increasing demands upon us.

During the past year employment was found for 750 men and boys, and 1,204 women and girls—a total of 1,954 persons.

A careful reading of the agent's report will show how valuable and necessary our work is, and how important it is that abundant financial support be accorded us. Despite the many new charitable and patriotic calls upon our people for financial assistance the old charities must be kept up. We have lost by death a number of our most loyal supporters and we trust this appeal will add many new names to our membership.

Checks sent to William Atherton, Treasurer, 15 Exchange St., Boston, will be gratefully acknowledged.

SAMUEL F. HUBBARD, President  
REV. CHRISTOPHER R. ELIOT, Secretary

Henry Peterson, General Agent.



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## OFFICERS OF THE SOCIETY

### Board of Managers

1919-1920

SAMUEL F. HUBBARD,	President
MISS SARAH C. PAINE,	
GEORGE T. CRUFT,	
COURTENAY GUILD,	Vice-Presidents
EARL OF CAMPERDOWN,	
REV. CHRISTOPHER R. ELIOT,	
WILLIAM ATHERTON,	Secretary Treasurer

### Directors

Edwin Sheafe	Franklin P. Daly
Rev. Edward Cummings	George C. Morton
Fred L. Howard	Paul M. Hubbard
William T. Farley	Frank B. Thayer
Burton R. Miller	Frank L. Locke
William S. B. Stevens	F. Nathaniel Perkins

### Executive Committee

Samuel F. Hubbard	Miss Sarah C. Paine
Rev. Christopher R. Eliot	William T. Farley
George T. Cruft	Franklin P. Daly
	Paul M. Hubbard

### Finance Committee

Courtenay Guild	George T. Cruft
	William S. B. Stevens

### Auditor

Edwin Sheafe

HENRY PETERSON	General Agent
ALFRED M. BENT	Assistant
MISS KATE B. LITTLEFIELD	

Assistant in the Female Department

Address communications to the Agent at 37-43 Hawkins Street, Room 25. Telephone No. 132 Haymarket.

Subscriptions and donations may be sent to the Agent, or to the Treasurer, William Atherton, 15 Exchange St., Boston.

**COMMONWEALTH OF MASSACHUSETTS**

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**In the Year One Thousand Eight Hundred and Forty-Seven**

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**AN ACT**

**To Incorporate The Boston Society For The Prevention  
of Pauperism.**

**Be it enacted by the Senate and House of Representatives in  
General Court assembled, and by the authority of the  
same, as follows:**

**Section 1.** Moses Grant, Thomas Tarbell, Isaac Means, their associates and successors, are hereby made a Corporation, by the name of the "Boston Society for the Prevention of Pauperism," for the purpose of inquiring into and removing the causes of pauperism, and the discouragement of street beggary, by obtaining and communicating information about applicants for charity, and aiding them to obtain employment, with all the powers, and subject to all the duties and liabilities, set forth in the forty-fourth chapter of the Revised Statutes.

**Sect. 2.** Said corporation may take and hold real estate, not exceeding the value of ten thousand dollars, and personal estate, not exceeding the value of ten thousand dollars, for the aforesaid charitable purposes.

**HOUSE OF REPRESENTATIVES, April 20, 1847**

Passed to be enacted.

**EBEN BRADBURY, Speaker  
In the Senate, April 21, 1847**

Passed to be enacted.

**W. B. CALHOUN, President**

**April 21, 1847, Approved.**

**GEO. N. BRIGGS**

## **Commonwealth of Massachusetts.**

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### **An Act in Addition to an Act to Incorporate the Boston Society for the Prevention of Pauperism**

Be it enacted, etc., as follows:

Section 1. The Boston Society for the Prevention of Pauperism may take and hold real estate and personal estate to an amount not exceeding fifty thousand dollars in addition to the amount which it is now allowed to take and hold under its Act of incorporation, approved the twenty-first day of April, in the year one thousand eight hundred and forty-seven.

Sec. 2. This Act shall take effect upon its passage.

April 8, 1864. Approved.

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### **An Act to Change the Name of the Boston Society for the Prevention of Pauperism.**

Be it enacted, etc., as follows:

Section 1. The Boston Society for the Prevention of Pauperism shall hereafter be known by the name of the "Industrial Aid Society for the Prevention of Pauperism," and under such name shall hold all its property, and shall have all the privileges, and do all things, which it could have done under its former name.

Sec. 2. This Act shall take effect upon its passage.

May 18, 1866.

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### **An Act to Change the Name of the Industrial Aid Society for the Prevention of Pauperism.**

Section 1. The Industrial Aid Society for the Prevention of Pauperism shall hereafter be known as the Industrial Aid Society, and shall have all the privileges and do all the things which it could have done under its former name, and shall hold all its property under the name of the Industrial Aid Society.

Sec. 2. This Act shall take effect upon its passage.

Approved February 25, 1909.

AGENT'S ANNUAL REPORT  
FOR  
YEAR ENDING SEPTEMBER 30th, 1919

At the beginning of the past year, the country was in the midst of a world war, which lasted until into November. During the previous year every able-bodied man, and some who in normal times would have been considered too old or physically incapacitated for manual labor, were employed. Very early in the past year, men of various vocations who had been employed for the previous year in war work of some kind were laid off and were obliged to look for more stable employment that normal times demand. Many of them who had been employed at fabulous wages during the war found it hard to realize that such wages could not be paid for labor in ordinary times, and it has been difficult to adjust themselves to present conditions, as the cost of living has not materially decreased in proportion to what employers feel they can pay for labor. Thus there have been numerous strikes in nearly all branches of manufacture that have not been settled during the year, and many of the laboring class find themselves in no better financial condition than they were before receiving such abnormal prices for their labor during the war.

These conditions will no doubt change in the near future to a normal condition, but wages for laborers will doubtless be higher in many branches of industry than at any time previous to the war.

These are the conditions under which the Industrial Aid Society has been laboring during the past year. Laborers have been more plentiful, with much less call for their services than for the previous year at the wage they demand.

The Industrial Aid Society has for eighty-four years endeavored to bring employer and employee together to the mutual advantage of both. It has worked as no other society in Boston, to help the less efficient to find employment whereby they could support themselves. The work of the Society for the past few years has been more particularly on this line. The Industrial Aid Society will in the future endeavor to enlarge its work in this direction. We are glad to say that many employers are disposed to help the handicapped man at our solicitation, even at their own loss or inconvenience. We shall no doubt be called upon in the near future to help the returned soldier who comes back incapacitated from doing the work he had been accustomed to before the war. There is no doubt that many employers will gladly continue to cooperate with us in assisting the Society to help those who cannot help themselves.

While our statistics will show that we have not placed as many as in some former years, yet the Agents feel that the actual good the Society has been to the community and the individual helped is far better work than that accomplished in some previous years when our numbers were larger for the applicants given work.

We regret to say that during the past year we have lost one of our most valued Directors in the death of Rev. Reuben Kidner. In the memorial presented by the Secretary, which is spread in full upon the records, the Industrial Aid Society voices its deep appreciation of his loyal and faithful service of more than fifteen years.

The work of the Society is dependent for support, as it has been in the past, upon contributions from the generous public who believe in the work the Society is doing. We have lost by death during the past year many of our old subscribers, and we earnestly appeal to the charitably disposed public to help support one of the oldest societies in Boston.

The statistics for the year ending September 30, 1919, are as follows:

The number of men and boys,—applicants	1475
The number of women and girls, —applicants	529
The whole number of applicants were	2004
The number of places given men and boys	750
The number of places given women and girls	1204
The whole number of places given	1954

Of the 1954 places filled, 1698 were in the city and 256 in the country.

### Kinds of Work in Men's Department

#### ADULTS

Common Labor	75	Mechanical Work	41
Farms	89	Snow shovelling	44
Gentlemen's Places	22	Stable and Teams	6
Indoor Service	115	Stores and Offices	16
Short Jobs	140	General	132
			—
Adult Total			680

#### MINORS

Farm	17	Mechanical Work	23
General Work	12	Stores and Offices	18
			—
Minor Total			70
Men's Total			680
			—
Men's and Boys' Total			750

Respectfully submitted,

HENRY PETERSON,  
General Agent.

WILLIAM ATHERTON, Treasurer in account with the INDUSTRIAL AID SOCIETY  
From October 1st, 1918 to September 30th, 1919.

GENERAL FUND			
	DR.	CR.	
		1918	1919
1918			
Oct. 1	To balance brought forward .....	261.11	Dec. 19 By amt. for annual reports .....
Oct. 1	To balance forward Cruff Fund .....	26.50	Dec. 19 By amt. for safe O. C. T. Co .....
			\$88.06 15.00
1919			
Feb. 5	To amt. for \$2000 C. B. & Q. 4s, 1922 called .....	2,000.00	Jan. 6 By amt. for heating office .....
Sept. 30	To int. from General Fund \$1853.36		Mar. 1 By purchase \$2000 Gt. Britain & Ireland 5½ 1937 .....
Sept. 30	To int. from Vose Fund 617.70		July 25 By purchase of \$3000 bonds for Fowler Fund .....
Sept. 30	To int. from Cruff Fund 300.00		July 25 By int. acc. on above .....
Sept. 30	To int. from Tufts Fund 105.00		Sept. 30 By amt. for telephone .....
Sept. 30	To int. from Billings Fund 80.05		Sept. 30 By amt. for office expenses .....
			Sept. 30 By amt. for office incidentals .....
			Sept. 30 By amt. print. Sta., etc .....
			Sept. 30 By amt. for salaries .....
Sept. 30	To amt. from Fowler Fund .....	2,956.11	Sept. 30 By bal. Cruff Fund .....
Sept. 30	To amt. from Donation .....	3,012.00	Sept. 30 By bal. Fowler Fund .....
			Sept. 30 By bal. General Fund .....
			\$9,470.72
			\$9,470.72
JOY FUND			
	DR.	CR.	
		1919	
1918			
Oct. 1	To bal. brt. for'd .....	341.03	Sept. 30 By Appro. from Fund .....
Sept. 30	Income for year .....	270.00	By balance for'd .....
			\$611.03

I have this day examined the above accounts and I find the same correctly cast and properly vouched.  
EDWIN SHEAFFE, Auditor.  
October 11, 1919.

# BY-LAWS

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## MEMBERSHIP.

Article 1. Individuals elected and serving as officers of the Society, or persons paying five dollars annually, shall thereby become members of the Society; and the payment at any time of the sum of fifty dollars, for or by any individual, shall constitute such person a Life Member of the Society.

## OFFICIALS.

Art. 2. The officers of the Society shall consist of a President, four Vice-Presidents, a Secretary, a Treasurer, and twelve or more Directors who shall be chosen by ballot at the Annual Meeting, and shall hold their offices for one year, or until others shall be chosen. These officers shall collectively form a Board of Managers, five of whom shall constitute a quorum for the transaction of business. They shall, at their first meeting after the Annual Meeting of the Corporation, elect from their own number: (1) An Executive Committee of seven members, who shall have the general superintendence of the affairs of the Society during the intervals between the regular meetings of the Board of Managers, and act in their behalf. The committee shall keep a record of their doings, which shall be laid before the Board at their quarterly meetings, or whenever called for, shall have power to make or authorize by vote to be made assignments, partial releases, and discharges of any mortgages held by the corporation, also deeds under power of sale contained in any mortgages held by the corporation, also deeds under power of sale contained in any mortgages so held and also deeds of any real estate owned by the corporation. (2) A Finance Committee of three members, who shall act with the Treasurer in the care of the finances of the Society; and no sales or purchases of the Invested Funds shall be made without the written approval of a majority of the committee, unless otherwise ordered by the Board. Also an Auditor, who shall make a semi-annual examination of the accounts and funds of the Society, and certify upon the books of the Treasurer, if the same be correct and properly vouched.

## DUTIES OF OFFICERS.

Art. 3. The President shall preside at the meetings of the Society and of the Board of Managers; and in his absence one of the Vice-Presidents, or the Senior Director present.

# LIST OF LIFE SUBSCRIBERS.

A Subscription of Fifty Dollars and Upwards Constitutes  
A Life Member.

- \*Alexander, James
- \*Ames, Frederic L.
- \*Amory, Francis
- \*Appleton, Samuel
- \*Appleton, William
- \*Austin, Edward
- \*Baker, William E.
- \*Bartlett, Sidney
- \*Bates, Benjamin E.
- \*Blake, Stanton
- \*Beals, Joshua G.
- \*Brewer, Mrs. Gardner
- \*Brooks, Peter C.  
    Brooks, Peter C.
- \*Brooks, Mrs. Peter C.  
    Brooks, Shepard
- \*Chadwick, Ebenezer
- \*Cheney, Benjamin P.
- \*Carpenter, Geo. O.
- \*Chickering, Jonas
- \*Clark, Thomas
- \*Codman, C. R.
- \*Converse, Benjamin D.
- \*Converse, Elisha S.  
    Cruff, George T.
- \*Cruff, Miss Harriet O.
- \*Cruff, Rev. Samuel B.
- \*Dean, Benjamin
- \*Dexter, Charles W.
- \*Dexter, F. Gordon
- \*Dexter, George
- \*Dorr, John
- \*Edmands, E. Wiley  
    Ellery, William
- \*Emerson, Ralph Waldo
- \*Endicott, William
- \*Fearing, Albert
- \*Flagg, Augustus  
    Fitz, Mrs. W. Scott
- \*Forbes, John M.
- \*Foster, Francis C.
- \*French, Jonathan
- \*Gardner, John L.
- \*Gardner, John L.
- \*Goodnow, Nathan B.
- \*Goodwin, Ozias
- \*Gray, John C.
- \*Grew, Henry S.
- \*Grover, Wm. O.
- \*Guild, Benjamin
- \*Haven, Franklin Jr.
- \*Heyward, Chas. L.
- \*Heyward, Mrs. Chas. L.  
    Higginson, Francis L.
- \*Hollis, Thomas
- \*Hooper, Mrs. R. C.
- \*Humphrey, Benjamin
- \*Humphrey, F. J.  
    Inches, Geo. B.
- \*Inches, Martin B.
- \*Johnson, Henry M.
- \*King, Franklin
- \*Kuhn, George H.
- \*Kuhn, William P.
- \*Lawrence, Amos
- \*Lawrence, Mrs. William
- \*Longley, James
- \*Loring, Mrs. Elisha T.  
    Loring, Mrs. Ellen
- \*Lyman, George W.
- \*Lyman, Theodore
- \*Lyman, Mrs Theodore  
    Macullar Parker Co.
- Mason, Miss Ellen F.
- Mason, Miss Ida
- \*Mann, Jonathan H.  
    Means, James
- \*Means, William G.
- \*Montgomery, Hugh
- \*Morse, Leopold
- \*Newman, Caroline  
    Noyes, James S.
- \*Paine, Charles J.
- \*Paine, Mrs. Charles J.  
    Paine, Robert Treat Ass'n
- \*Paine, Robert Treat
- \*Palfrey, Francis W.
- \*Parkman, G. F.

\* Deceased

## LIST OF LIFE SUBSCRIBERS (Continued)

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*Pfaff, Henry	*Thayer, Christopher T.
*Phillips, Jonathan	*Thayer, John E.
*Pickering, Henry	*Thayer, Nathaniel
*Pickering, Mrs. Henry	*Thorndike, Charles
*Quincy, Josiah Jr.	*Upton, George B.
*Richardson, George C.	*Wales, Thomas B.
*Robeson, W. R.	Walker, Grant
*Russell, Mrs. G. R.	Warren, Miss Cornelia
Kussell, Mrs. Sarah T.	*Warren, J. Sullivan
*Saul, James	Warren, Mrs. S. C.
*Sears, David	*Wesselhoeft, Dr.
Sears, Horace S.	Wheelwright, J. W.
Shattuck, Mrs. F. C.	*Wigglesworth, Edward
*Shaw, R. G.	*Wigglesworth, Mary
*Spencer, Aaron W.	*Wigglesworth, Thomas
*Thayer, Mrs. Chris T.	Wyman, Charles F.

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\* Deceased.





## **LEGACIES TO THE SOCIETY.**

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As legacies intended for this charity may be lost by defects in the phraseology by which bequests are made, it is desirable that the subjoined form should be carefully followed by persons desiring to leave money to the Society.

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## **FORM OF BEQUEST.**

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I give and bequeath to the Industrial Aid Society, incorporated by the Commonwealth of Massachusetts, the sum of ..... dollars, the same to be paid by my executor to the person who shall act as treasurer of said Society, at the time when the same shall be payable.

## **FREE EMPLOYMENT**

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**The Industrial Aid Society, 37-43 Hawkins Street,  
Room 25, supplies men and women, boys and girls  
singly and in families, for every variety of work,  
both transient and permanent.**

Employers in city and country are invited to call  
at the office or correspond with the Agent.

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**NO CHARGES.      CONTRIBUTIONS ACCEPTED.**